

## A Change in the Norm - Wardens Work Security Posts

Arizona Department of Corrections Wardens are dealing with mandatory overtime and staff shortages hands on by working security posts. For two of them, Wardens Bennie Rollins and Charles Goldsmith, it's like a return to earlier days in their careers.

Recently, the Arizona Department of Corrections asked uncovered employees, staff not covered by personnel rules, to work security posts to reduce mandatory overtime of correctional officers. The procedure gives corrections officers a much deserved rest and a choice to work overtime, and allows the Department to fill security posts at no extra cost. The

uncovered employees working security posts are not pre-scheduling to work overtime, but are used on an on-call-type basis to supplement staff shortages to existing daily work rosters.

Arizona State Prison Complex-Florence Warden Bennie Rollins said, "Based on the Department's staffing issues, uncovered employees are doing

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*Warden Rollins manning a post in a control room at ASPC-Florence*

## Celebrating State Accomplishments



*Recently, employees from all Arizona state agencies gathered at the 2001 Celebration Luncheon at Central Baptist Church in Phoenix to honor the success of last year's State Employees Charitable Campaign. At the event, ADC received the Commitment to Caring Award for raising more than one million dollars in three years and the Outstanding Pacesetter Award. Of the 335 state employees in attendance, 90 employees were from ADC.*

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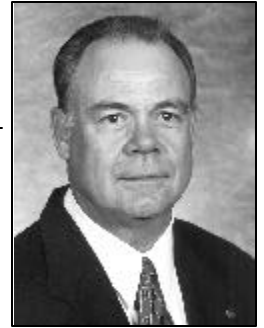
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# DIRECTOR'S PERSPECTIVE

by Terry L. Stewart



## Our Accomplishments in 2001

A wise man once said that all great leaders recognize a simple truth:

A leader must either be on top of the issues — or else the issues will be on top of the leader.

Last year brought us fresh issues that tested all of us not only as correctional employees but as citizens of our country. We will continue to be tested this year as we struggle with the repercussions of 2001.

There are many challenges ahead from striving to maintain our level of service to the public with a considerably reduced budget, to putting the spotlight on the problem of hiring correctional officers to staff our prisons.

However, in spite of all our setbacks, our agency continues to make progress on many fronts and work effectively for change. As I have said many times before the Arizona Department of Corrections has some of the finest, hard-working, and talented employees that I have ever met.

The following is a recap of some of the high points of 2001 but certainly does not include all of our achievements:

**Escapes.** The Department ranks among the “best in class” nationally for lowest escape rates. We are currently ranked 4th nationwide for lowest inmate escape rates. During the year 2001 we had four inmates escapes which was less than .15 per thousand inmates.

**20-Year Retirement.** The culmination of years of hard work by many people resulted in the passage of a bill authorizing correctional officers to retire after 20 years of service. This major success story is more than just a new benefit. It recognizes the challenges faced by correctional staff in this demanding law enforcement field and rewards their dedication and effort. It will also go a long way toward addressing one of the Department’s highest priority issues - staff retention.

**Efficient Operations.** ADC continues to be one of the most efficiently run corrections departments in the nation. Over the last five years, the Department has been significantly below the national average in construction costs and average inmate operating cost. The Department’s average cost per inmate for fiscal year 2001 was \$58.51 a day.

**Auditor General Evaluation.** The Auditor General evaluation team has reviewed Security Operations, Human Resources Management, Private Prisons and Arizona

Correctional Industries. Their reports have been very positive noting that the Department has a “sense of pride and loyalty that pervades these men and women and that speaks well for the efforts of Director Stewart and his subordinates to create a cohesive corrections team with high morale.”

**Private Prisons.** The Auditor General report noted that, over the past two years, the Department has saved \$5.5 million using privately owned prisons - without losing a single ADC job.

**Charitable Giving.** ADC continues to lead the way as an organization that gives back to the community. For five years running we have been the largest single contributor to the State Employees Charitable Campaign (SECC) donating \$392,000 this year. ADC employees were also the single largest contributors to the Law Enforcement Torch Run, donating \$89,000 this year in support of Special Olympics.

**Personnel Recruitment.** By offering a \$5,160 bonus at our complex in Buckeye, we were able to go from a 60% staff vacancy rate to completely staffed in only 9 months.

**Telemedicine.** ADC continues to rank as one of the top 10 correctional telemedicine programs in the country, with ADC co-hosting the 2001 National Correctional Telemedicine Annual Conference in Tucson. Three additional prison complexes have been upgraded, so that six out of ten are now on line. Two more are scheduled to be completed shortly. In addition to standard medicine, the teleconferencing technology has also been expanded for very successful use in dentistry and psychiatry as well.

**Culture Change.** ADC vigorously implemented its Quality of Work Life (QWL) program designed to have a major impact on the culture and operations of the Department. Broad-ranging improvements and changes were begun that will impact employee morale, recognition, training, performance evaluations, personal conduct and workplace environment.

I would like to acknowledge the contributions made by our employees at all levels and seek your cooperation this year. In the words of General George S. Patton, “If a person does his best, what else is there?”

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# QWL-21 Status Report:

## 1.0 Major shift culture/Open dialogue

Over the past six months, the Department has shown tremendous growth in the area of communications between administration and line staff. This has been evident in how the Department ensured that staff were kept well informed on issues effecting ADC employees such as the tragic events of the terrorist bombing of September 11 and the State's budget problems. Director Terry Stewart continues to advocate and demonstrate his commitment to QWL issues.

## 4.0 Major shift culture/Assessment tool

The QWL mini-surveys are being finalized, and distribution will begin in 2002.

## 13.0 Paperwork

Form 909 Inmate Store/Property List has been added to the ADCNet.

## 16.0 Recognition/Peer to Peer

Final draft of DO #506, *Employee Awards and Recognition*, has been submitted for review by the Deputy Directors and the Chief of Staff.

## 17.0 Pay

Status unchanged from last reporting period.

Total number of administrative adjustment requests for supervisor/subordinate pay issues, as of 12/31/01, is 140. The estimated dollar amount requested is \$461,047.

Status unchanged from last reporting period on the other two pay issues, included within this category:

- COIII's, COIV's and Parole positions - Estimated dollar amount

\$430,000.

- Peer-to-Peer inequities (employees whose salaries are not comparable to others with similar education, experience and tenure with the agency) - Over 20 requests at over \$100,000.

## 19.0 Investigations and Discipline

Total number of Mistakes and Misconducts from April to December.

### Complex Mistakes Misconducts

Douglas	52	46
Florence	127	73
Perryville	38	28
Phoenix	35	50
Winslow	16	42
Eyman	408	151
Lewis	73	72
Safford	16	29
Tucson	297	76
Yuma	84	115
<b>Totals</b>	<b>1146</b>	<b>682</b>

## STATUS OF THE CO III and IV PAY ADJUSTMENT

by Richard G. Carlson, Deputy Director, Administration



As reported in the October 2001 edition of *Directions*, a Total Quality Management Committee was formed to review Correctional Officer

III and IV issues as a spin-off from the Quality of Work Life-21 TQM.

Among the top concerns of the TQM Committee was equality in pay. Director Stewart has advised staff of his support and commitment to adjust the pay range for both CO IIIs and CO IVs to that of their security counterparts. Essentially, the CO III pay range would be between a Correctional Sergeant and Correctional Lieutenant. The CO IV pay range would be adjusted to coincide with that of Correctional Captain.

A request was made to the Arizona

Department of Administration for approval of the adjusted pay ranges for CO IIIs and CO IVs, to which they agreed. However, the new pay ranges can not be implemented until the funding source is identified. It will require approximately \$100,000 to bring current employees up to the new range minimums.

Unfortunately, given the current economic crisis and budget reductions, it is not possible to implement the new pay ranges for CO IIIs and CO IVs. Until the economy begins to rebound and it is known whether further budget reductions will be required for Fiscal Years 2002 and 2003, the Department can not begin to fund the CO III and CO IV pay inequities that exist.

The Arizona Department of Corrections has made great strides thus far in identifying pay inequities among

CO IIIs and CO IVs, and in developing plans for correcting them. I remain hopeful that ADC will be successful in finding the necessary funds to correct these and other pay inequities among Department employees. I urge those of you within the CO III and CO IV ranks to remain patient until that occurs.

I would like to take this opportunity to thank the members of the TQM Committee for their efforts on behalf of all CO IIIs and CO IVs.

Lastly, I wish to thank all CO IIIs and CO IVs for your continued dedication and service to the Department and to the people of the State of Arizona.

Together, we have made progress towards several of the issues raised by the TQM Committee, and I would ask for your continued commitment until all issues of equality and fairness are realized in time.



Warden Charles Goldsmith working in a control room at ASPC-Eyman

what is necessary to reach our ultimate responsibility, public safety.”

Prior to uncovered employees working security posts, Rollins along with ASPC-Eyman Warden Charles Goldsmith were faced with the highest number of employees working mandatory overtime at their complexes.

Goldsmith, an ADC employee for 19 years and a correctional officer for two years, has recently worked posts in housing units, perimeter patrol and traffic control. Warden Goldsmith had not worked a security post since he was a captain at East Unit. But he certainly hasn't lost his touch.

“Working security posts has helped me as a warden. Not only has security work kept me in touch with my roots and raised my sense of awareness of the current jobs done by corrections officers, but it has enabled me to examine the way post orders are written and determine if what administration is asking of correctional officers is realistic,” said Goldsmith.

Rollins, an ADC employee for 20 years and a correctional officer for two years, has worked posts in the control room and as a yard officer. He had not worked a post since he was a captain in 1990.

“Since July, I have worked four different posts once a week. I enjoy it because it's a change from the norm and the jobs are very challenging,” said Rollins.

The reaction by corrections officers to Goldsmith and Rollins working posts has been positive. Staff appreciate and understand the work done by these men and other uncovered employees. The work has helped create a camaraderie between officers and administration.

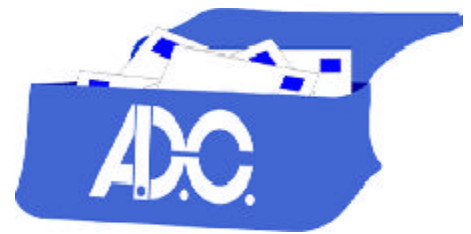
“When I'm at my post, it makes me

more accessible to staff. Officers don't hesitate to ask me questions they wouldn't normally ask me if I was in my office or touring the yard,” said Goldsmith.

According to Goldsmith, when uncovered employees began working posts, that feeling of camaraderie was much less. Initially, officers felt as if uncovered employees were acting as critical reviewers of job performance. The feeling changed once officers began seeing the positive results of the new overtime plan.

Getting a chance to work alongside correctional officers, Rollins and Goldsmith are impressed with the modern-day ADC officer and the other uncovered employees who have stepped in to help work security posts. Both wardens have indicated how remarkably Department corrections officers perform under staff shortages and how well uncovered employees have assisted in supplementing corrections officers' overtime schedules while still being able to perform their own jobs.

## From the Mailbag



Dear Nancy Hughes, Assistant Director of Community Corrections:

Permit me to take this opportunity to express our tremendous appreciation for the work of Senior Parole Officer Phillip Bates in locating and contacting Mr. Robert Novelli, a federal sentenced defendant who failed to serve a sentence consecutive to that of his Arizona sentence. After Mr. Novelli's return to the State of Arizona on a writ of habeas corpus ad prosequendum a federal detainer was not filed with the State Department of Corrections. As a result, Mr. Novelli served the remainder of his state sentence and subsequent term of supervised release before the oversight was realized. The U.S. District Court in Wisconsin issued an order for voluntary surrender, as required before a warrant for failure to appear may be issued.

Our Prescott office had considerable difficulty endeavoring to locate Mr. Novelli to serve the order. From the first telephonic contact I had with Mr. Bates, he was most helpful. Mr. Bates was able to talk Mr. Novelli's mother into having Mr. Novelli contact him. Through the rapport already developed between Mr. Bates and Mr. Novelli, Mr. Bates was able to arrange for Mr. Novelli to come to the Kingman office and accept a copy of the order, thereby affecting service. Were it not for Mr. Bates' invaluable assistance in this matter, Mr. Novelli may have eluded service for a considerable period of time.

Please extend my sincere appreciation to Mr. Bates, his dedication and commitment reflects well on your office.

Joseph W. Trindal  
Chief Deputy U.S. Marshal



# A Unique Habitat at ASPC-Lewis

*By Tobey Hodgin, Executive Staff Assistant, ASPC-Lewis*

Hidden among a dry, desert landscape and a prison environment exists a beautiful oasis of plant and wildlife.

As a result of a commitment made to the Army Corps of Engineers, Arizona State Prison Complex-Lewis and the Department of Administration created a wetland filled with a myriad of trees, plants and wildlife. Starting in May of 1998 and completed in April of 2001, the wetland was designed with the intention of creating a natural habitat where plants and wildlife may develop and mature.

Wetlands, like the one near ASPC-Lewis, offer many benefits to the surrounding ecosystem. Acting as a filter of pollutants, wetlands have earned a reputation as “nature’s



*Vegetation at the ASPC-Lewis wetland*

Grebe, Green-winged Teal, Lesser Scaup, Bufflehead, Common Merganser, Ruddy Duck, American Coot, Common Moorhen, Killdeer, Greater Yellowlegs, Least Sandpiper, Western Sandpiper, Dunlin, Great Blue Heron have migrated to the wetland.

The wetland has a variety of plant and wildlife. Some of the trees and plants in the wetland include: Blue Palo Verde, Desert Willow, Fremont Cottonwood, Honey Mesquite, Gooding Willow, and Mexican Elderberry. The shrubs consist of Desert Honeysuckle, Four Wing Saltbush, Quailbush, Desert Saltbush, Desert Hackberry, Penstemon, Indian Wheat, Creeping Spikerush, Pennywort, Torrey's Rush, Parrotfeather, Sage Pondweed and Cattail.

Through the inmate horticultural vocational program supervised by Rio Salado College, ASPC-Lewis provides maintenance for the site. Also, ASPC-Lewis has a designated caretaker with an extensive knowledge of plants and their nutrient demands and an understanding of how plants look when they are in a healthy and vigorous growing condition.



*A scenic shot from across the wetland*

sponge.” As a sponge, wetlands keep many pollutants that are in runoff or rain water, such as pesticides, herbicides, factory wastes and heavy metals from entering the water supply. Most importantly, wetlands provide a home for thousands of species of

birds, mammals and plants.

Playing a critical role in keeping water supplies clean, it is important wetlands stick around.

According to the Game and Fish Department, as of December 26, birds such as Eared Grebe, Pied-billed

# Employee Perspectives: E. Tokosh and R. Blackmer

## *The jobs of two Correctional Officers from Central Office Communications*

*By Correctional Officer Robert Blackmer*



*Officer Robert Blackmer checking in a visitor at Central Office*

Having so many different tasks as a corrections officer at Central Office keeps me on my toes. My biggest challenge is getting to know how to do all the different duties required of a Central Office Communications Officer.

My job at Central Office consists of taking Significant Incident Reports and disseminating the information to the necessary executive staff, supplementing the Protective Services Unit with executive protection and the Security Threat Group with surveillance, operating the Arizona Criminal Justice Information System by responding to hit confirmation requests, conducting movement authorizations to county jails, performing background checks, entering warrants, responding first to any medical or security issues at both of the Central Office buildings, conducting security checks on state property and addressing any possible threats.

I've been with the Department for more than nine years, six at ASPC-Phoenix and the last three at Central Office. As an officer at Central Office Communications, I never know what's going to happen next. Just when you think you've had the most bizarre situation you've ever had to deal with, something else happens to top that.

Coming into this job, I didn't know so much went into establishing and maintaining security at an office

*continued on page 12*

*By Sergeant Eugene Tokosh*



*Eugene Tokosh working on the Department's morning report*

Supervising 11 officers and handling many situations during a 10 hour shift in the Central Office Communication Center is a rewarding and challenging career.

As an ADC employee for five years, I've taken my experiences from ASPC-Eyman and Perryville and applied them to the Communications Center

At the Communications Center, I am able to assist police agencies with the apprehension of parole violators and escapees, issue absconder warrants, monitor home arrest parolees and assist the institutions with the completion of Significant Incident Reports.

The most challenging aspect of my job is always trying to learn as much as possible in all department areas. This is so I'll be able to provide answers in any situation that may occur. I like the fact that I can review reports that are generated from each prison, and learn about that particular complex. At times, it feels the work I perform within the Communications Center is similar to a 911 police dispatcher. If an incident occurs and it requires notification to an executive staff member, it is the responsibility of the Communications Center to relay the information.

It is always beneficial and informative when calling the executive staff and receiving their professional feedback. I'll never forget the time when the Deputy Director of Prison Operations requested a helicopter or charter plane to fly him and other staff to a distant prison complex for an

*continued on page 12*

# ADC Officer Slims Down and Pumps Up Performance



*Before lifestyle change*

Valerie Kelleigh, age 27, feels better about herself and is performing her job at a higher level because of her dedication to physical fitness.

Kelleigh, a corrections officer working at Central Office, has transformed herself from an overweight, five-foot-three-inch, 208 pounds to a sleek, sculptured 129 pound bodybuilder. During her transformation, Kelleigh dropped her body fat from 38 to nine percent.

"I needed to change my body. One morning I stepped out of the shower, looked in the mirror and was very unhappy with what I saw. I thought to myself, I'm too young to be looking like this," said Kelleigh.

From the moment she stepped out of the shower, Kelleigh tried to lose weight. For four years, she tried many different diets but none of them worked.

Two years ago, Kelleigh put an end to her "yo-yo diets," and made a lifestyle change. She dedicated herself to eating the right foods and weight training. While working at ASPC-Perryville, Kelleigh would train five days a week before work. Her routine required her to wake up at 2:45 a.m.,



*After lifestyle change*

weight train for more than an hour and be to work by six.

A former corrections officer at the Lumley Unit Special Management Area at ASPC-Perryville, Kelleigh believes her conditioning helped her get through the long, hot summers at the outdoor unit.

"At the Lumley Unit, I was constantly climbing stairs with my uniform and a protective vest in 110 degree heat. If I hadn't been physically fit, I don't know how I would have lasted the summers," said Kelleigh.

Also, because of her physical presence and confidence, inmates were reluctant to challenge her authority.

With her new body, Kelleigh was not only reaping the benefits at work, but she started to draw attention from a national audience. In 2001, she competed against women from all over the country in the National Physique Committee bodybuilding competition. Her hard work earned her a fifth-place finish.

I was satisfied with my performance at the competition; however, next year I plan on doing much better," said Kelleigh. "I could not have done it without the sponsorship from the employee fund at Perryville and personal contributions from Facility Health Administrator Anna May Riddell and X-ray Technician Ted Thomas."



*Officer Kelleigh showing off her arms and shoulders*



# A Car Collector's Arizona Prison Relic

Donald Scott, a car collector from Columbia, Missouri, has restored many cars, but none may be more intriguing than his latest project.

A year ago, Scott bought a 1942 Dodge Carryall used by the Arizona Department of Corrections. The only evidence of his \$3000 restoration project being an Arizona prison vehicle is an Arizona State Prison License Plate riveted to the door sill.

After researching the car, Scott learned this particular model was designed as a Military radio vehicle during WWII. Also, the Carryall was used as an all-weather version Command Car, the same type of vehicle General George S. Patton and other commanders rode.

According to Scott, the vehicle probably never saw any overseas action, because it probably would



*A 1942 Dodge Carryall, which at one time belonged to an Arizona prison.*



*The interior of the 1942 Carryall*

not have survived in such good condition. He says it may have been used domestically to haul troops or had the rear seats removed to haul military equipment.

Not only is Scott interested in the vehicle's World War II history, but also it's prison history. He would like to know: What time period the truck was owned and used by Arizona Prisons and at what complex? Who maintained the vehicle? And, if it was used to haul prisoners, prison employees or fire fighters?

The Carryall's Vehicle Identification Number is 4249-5478 and had a decal sticker that read 619 or 319.

Anyone with any information regarding the military or prison history of Don Scott's 1942 Dodge Carryall, please contact Virginia Strankman at 542-3133.

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## Douglas Employees Aid the Needy

*Gloria Zuniga, Administrative Assistant III, ASPC-Douglas*

December was a busy month of giving for the hundreds of employees at the Arizona State Prison Complex in Douglas. The Douglas staff were able to effectively share in the Christmas Spirit with those less fortunate by providing presents, food, donations and cheer.

The giving of gifts, money and time to others in the Community was done in a variety of ways this year. Several staff members volunteered to ring bells for the Douglas Salvation Army at the Douglas Wal-Mart and Safeway. All monies raised from the

kettle collections remained in Douglas and were used to help local families in need with rent, energy bills, medical costs, heaters and food. ASPC-Douglas staff were able to adopt five local, single-parent families for Christmas. A total of 15 children and five parents were assisted. Two of the families were selected from within the prison staff and the other three local families were

*continued on page 10*



*A trio of volunteers: Elias Estrada and Brian Canady of CPS with Greg Fizer, Warden-ASPC-Douglas, (middle).*



# ADC Community Involvement

## Safford Distributes Food Baskets to the Needy

*by Kim Killa, Program Projects Specialist II, ASPC-Safford*

During the holidays, ASPC-Safford Correctional Officer Retention Advocates assisted the Human Resource Council by helping deliver delicious food to the needy. CORA Supervised 12 inmates from the Graham Unit who spend three long, exhausting days assembling more than 1000 baskets. Inmates separated food items donated from local merchants, packaged food and helped the elderly carry items to their vehicles. Each basket included a turkey, potatoes, bread, vegetables, juices and other items. The inmates selected were excited to be part of this activity and felt proud to be able to give back to the community through this worthwhile cause.



*A Human Council Resource volunteer working alongside Safford inmates. Inmates worked under the supervision of Safford correctional officers.*

## Burrito Sales Help ADC Families

*by Jennifer Soop, Administrative Assistant III, ASPC-Tucson*



*Deputy Wardens Jack Young and Scott Yates were the grill.*

Recently, staff of ASPC-Tucson raised \$700 to assist the families of Records Clerk Jennifer Klingler of ASPC-Tucson and COIIDarrell Armstrong of ASPC-Douglas both of whom suffered recent tragedies. Employees at Tucson raised the money by holding a breakfast burrito sale. The sale was organized by Deputy Warden Scott Yates of the Santa Rita Unit and Deputy Warden Jack Young of the Manzanita Unit. ASPC-Tucson breakfast burrito sale fundraisers have become quite popular at the Tucson Complex.

## ASPC-Winslow Got Game

*by Diane Hoke, Secretary, ASPC-Winslow*



The final score read Winslow Police 48 ASPC-Winslow 41, but the only scores that counted were 53 toys, 626 canned goods and \$127. These were the items collected at the ASPC-Winslow versus Winslow Police Department charity basketball game. All of the proceeds from the event went to the Winslow Elk's Lodge for distribution into the community. Price of admission to the event was either a toy or canned goods.

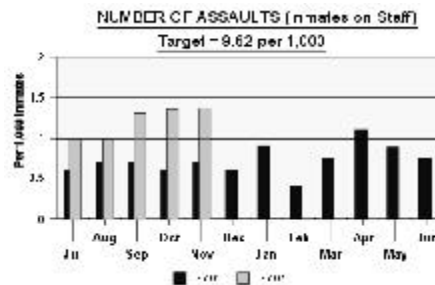
# Governor's Monthly Report on the Web

by Bob Gilbert, Office of Strategic Planning and Budgeting

Beginning in 2002, the ADC Governor's Monthly Report, a Department report required by the Governor, will be available for viewing on the ADC Internet site ([adcprisoninfo.az.gov](http://adcprisoninfo.az.gov)). This Report contains critical issues, and information on such things as escapes, bed deficits, and health service costs for ADC's operations. This key information is what the public and the Executive and Legislative branches see regarding Department performance. The Report helps evaluate the progress and success on ADC's strategic plan, goals and objectives.

Efforts are underway to make the ADC Governor's Monthly Report available on the Intranet as well as other internal Department strategic planning documents such as the Agency Internal Strategic Plans, Quarterly Business Report and ADC Strategic Planning Training Guide

By adding the ADC Governor's Monthly Report to the Intranet and Internet, ADC improves employee and public access to business performance



A sample of a chart to be included in the web-version of the Governor's Monthly Report

indicators for the Department. Employee Intranet access to internal strategic plans, reports and strategic planning reference materials is in alignment with "QWL-21" concepts because it helps ADC improve communication with employees. Also, Intranet access provides an avenue for cost avoidance of report production and speeds up the delivery of information to ADC employees.

For more information on the strategic planning process, call Bob Gilbert, ADC Office of Strategic Planning and Budgeting at (602) 542-5177.

*Douglas staff - continued from page 8*

selected based on need by the Department of Economic Security. These families were given food baskets with enough food to last at least one week and presents including dolls, games, CD players, bicycles and clothes.

The Douglas staff assisted The Douglas House of Hope, a shelter for battered women and children, with donations of used toys,

housewares, food and clothing. Staff also participated in the Christmas Angel Tree Program coordinated by Child Protective Services in Douglas. CPS brought a Christmas tree, which sat at the Administration Complex, decorated with 75 angel ornaments in need of adoption. The name, gender and age of a needy person was written on each ornament. These people were living either in foster care or on their own. Employees stepped up to the task of providing all the angels a Christmas gift.



ASPC-Douglas Staff with one of 5 adopted families

## What's New at [adcprisoninfo.az.gov](http://adcprisoninfo.az.gov)

1. **ADC Policies** affecting the public are open to suggested modification, and a statement to this effect has been posted on the Policy section of our site. Recent policy modifications have been:

2. Revised **DI 140** - Standardized Housing Unit Regulations

3. **DO 505** - Employee Benefits,

4. **DO 704** - Inmate Grooming and Identification

5. **DO 909** - Inmate Mail/Property

6. **DO 406** and **DI 122** Superseded

7. **ACI Annual Report** for 2001 has been added to the web site. Previous editions of this document are no longer maintained on-line.

8. The semiannual announcements for Open Continuous and Medical **Employment Opportunities** have just been revised and are accessible through our ADC Jobs feature.

9. The **Agency's Monthly Report** to the State of Arizona Governor's Office will be carried on the web. Further details of this important document can be found in the adjacent article.

10. The new edition of the **CORP manual** will shortly be available through the ADC Web.

11. The **most frequented** pages ADC Web for **December 2001** were as last month: Datasearch IList (List of Matching inmate names) 127867 'hits' with the following pages in rank order: Inmate Detail, Inmate Commitment and Inmate Sentence information. Fifth in the list was the ADC Home Page with 46350 'hits'. Following these come the Inmate Datasearch coverage (ISearch); Inmate Profile Classification; Inmate Disciplinary; Inmate Housing and Inmate Additional Information (including, where available, the inmate photograph). The statistics show that the **Inmate Datasearch** continues to be ADC's most popular web information feature.

*Paul Lamprill, ADC Webmaster*

## Director Rides for Phoenix Law Enforcement



*ADC's Director Terry L. Stewart with Milo and Rusty Childress, president of Childress Automall pose for the camera at the 2001 Police Memorial Run.*

In late December, Arizona Department of Corrections Director Terry L. Stewart was Honorary Grand Marshall of the 2001 Police Memorial Run presented by the Phoenix Law Enforcement Association.

Riders from all over Arizona gathered at the Childress Automall in Phoenix and rode to the Opening Day of the 2002 Arizona International Auto Show at the Phoenix Civic Plaza. All proceeds from the event benefitted the Officer Mark Atkinson Memorial Fund and the 100 Club.

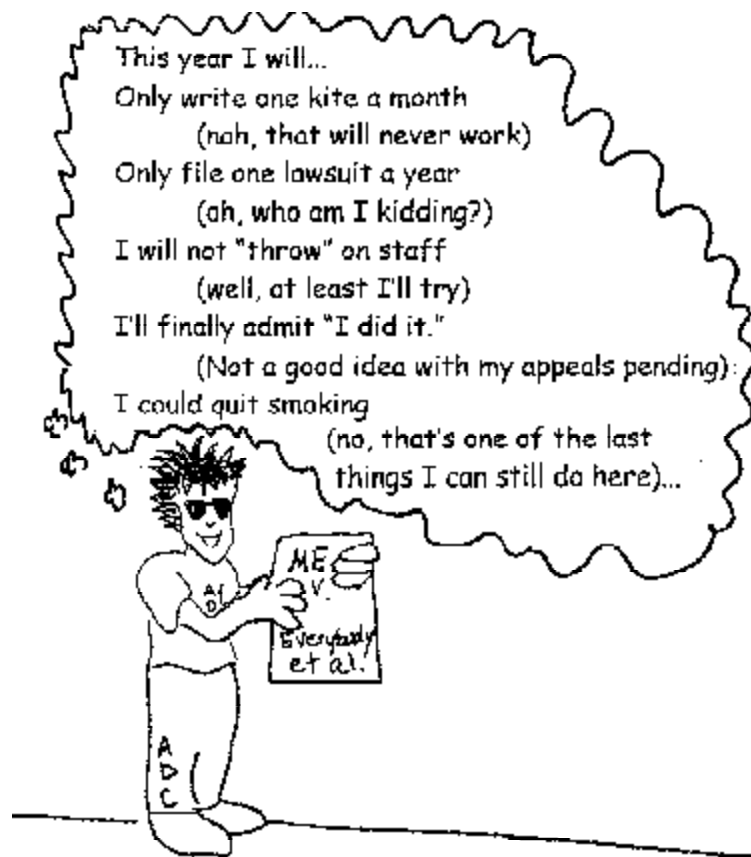


## Attention ADC Artists

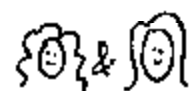
The Arizona Department of Corrections is hosting a Staff Safety Logo Design Contest. The winning artist and logo will be featured in an upcoming issue of Directions. All designs must be submitted to Virginia Strankman by March 13. Please mail entries to mail code 441 or email them to [vstrank@adc.state.az.us](mailto:vstrank@adc.state.az.us).



## Pun Intended



The New Year's Resolutions of an ADC Inmate



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# Making a Statement:

*ADC employees show patriotism in grand style*

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An Arizona Department of Corrections' bus, decorated with red, white and blue lights by the Phoenix Globe Unit, won first place for "Best Vehicle" in the Globe Electric Light parade held in downtown Globe. The theme for the parade was a patriotic Christmas.



When the tragedy of September 11<sup>th</sup> occurred, Officer John Pease of the ASPC-Tucson Rincon Unit showed his true colors. In a show of patriotism and support for his fellow Americans, Officer Pease painted the entire roof of his home to depict the American flag shown in this aerial photo.

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*Blackmer - continued from page 6*

building. Several times a day agitated former employees or ex-inmates come to Central Office, and you don't know what they might do. I must be ready to handle any situation that arises to ensure the safety of all of the employees working at Central Office.

Another rewarding aspect of my job is knowing I'm doing something to help keep more than 400 of our employees safe and helping law enforcement agencies across the nation apprehend our fugitives.

Since I've been at Central Office, I've really liked the street aspect of the law enforcement field. While we're not patrolling the streets like police officers, I work with police officers a lot and deal mostly with situations involving civilians, which is obviously different than dealing with inmates.

In the future, I plan on getting the necessary experience and promoting to the Special Investigator position. Being a Special Investigator will allow me to spend some time on the streets pursuing parole violators.

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emergency situation. Calling for a helicopter or charter plane at a moment's notice was a challenging adventure.

Due to the location of our building and the population of transients and homeless people, the assistance of the Capitol Police Department is sometimes necessary. I remember when one of my officers found a homeless man asleep on the ground on the side of our building. Taking all precautions for our safety, and not knowing what we were about to encounter, we notified Capitol Police. Apparently, the man was unconscious and didn't know he was on the property of ADC.

I would have to say a unique aspect of my job is being able to produce quality work for a variety of departments. At one moment, I can be on the phone talking to a police officer about a parolee, then the next call could be an SIR from a Captain or Lieutenant. Not knowing what will happen next is very exciting.

It gives me a sense of accomplishment when I can assist other staff with the knowledge and experience that I have acquired from my supervisors. There are many opportunities for me at Central Office that is why I intend to stick around and persevere.